

No: 288 /BC-MTS

Ha Long, dated 14/01/2025

**REPORT ON CORPORATE GOVERNANCE  
(The year 2024)**

To: - The State Securities Commission  
- Ha Noi Stock Exchange

- Name of company: Vinacomin-Materials Trading Joint Stock Company.
- Address of head office: Cluster 1, block 2, Hong Ha ward, Ha Long city, Quang Ninh province.
- Telephone: 0203. 3695 899 Fax: 0203. 3634 899
- Email: mts@vmts.vn
- Charter capital: 150.000.000.000 VND (One hundred and fifty billion Vietnam Dong).
- Stock symbol: MTS.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Implemented.

**I. Activities of the General Meeting of Shareholders:**

The Company held the Annual General Meeting of Shareholders on June 20, 2024 and issued Resolution No. 01/24/NQ-ĐHĐCĐ dated June 20, 2024 with the following contents:

| No. | Resolution No.      | Date      | Content   |
|-----|---------------------|-----------|---|
| 1   | 01/24/NQ -<br>ĐHĐCĐ | 20/6/2024 | <p>The General Meeting voted to approve the following contents:</p> <ol style="list-style-type: none"><li>1. Report of the Executive Director on the 2023 business and production performance results, and the tasks and solutions for implementing the 2024 business and production plan.</li><li>2. Proposal on the approval of the Restructuring Project of Vinacomin-Materials Trading Joint Stock Company - TKV.</li><li>3. Report on the activities of the Board of Directors in 2023, and orientations and tasks for 2024.</li><li>4. Report on remuneration and compensation of the Board of Directors and the Board of Supervisors in 2023, and proposal for 2024.</li><li>5. Proposal on the approval of the list of contracts and transactions signed between the Company and enterprises, major shareholders, and related parties in 2024.</li><li>6. Report on the continued implementation of the plan to list MTS shares on the centralized stock exchange.</li><li>7. Proposal on the approval of amendments and supplements to the Charter on the organization and operation of Vinacomin-Materials Trading Joint Stock Company - TKV.</li><li>8. Audited financial statements for 2023 (Summary).</li><li>9. Report on the dividend distribution and profit allocation plan for 2023.</li><li>10. Report of the Board of Supervisors on the assessment of the business and production performance report, 2023 financial statements, and profit allocation plan of Vinacomin-Materials Trading Joint Stock Company - TKV.</li></ol> |

| No. | Resolution No. | Date | Content  |
|-----|----------------|------|--|
|     |                |      | <p>11. Report on the activities of the Board of Supervisors and supervision of the activities of the Board of Directors and the Board of Supervisors of the Company.</p> <p>12. Report on the proposal to approve the list of auditing organizations approved to audit the 2024 financial statements.</p> <p>13. Proposal on the nomination of candidates for election as members of the Board of Directors and the Board of Supervisors for the third term (2024 - 2029).</p> |

## II. Board of Directors (Annual report)

### 1. Information about the members of the Board of Directors:

| No. | Board of Directors 's members | Position   | The date becoming/ceasing to be the member of the Board of Directors |                                 |
|-----|-------------------------------|--|--|---------------------------------|
|     |                               |  | Date of appointment  | Date of dismissal               |
| 1   | MR. Phạm Đăng Phú             | Chairman of BOD, Representative capital of TKV (Non-executive) | 20/6/2024<br>(Term 2024 - 2029)                                      | 20/6/2024<br>(Term 2019 - 2024) |
| 2   | Mr. Tạ Quang Tuấn             | BOD member, Director   | 20/6/2024<br>(Term 2024 - 2029)                                      | 20/6/2024<br>(Term 2019 - 2024) |
| 3   | Mr. Nguyễn Thế Hùng           | BOD specialized member (Non-executive)                         | 20/6/2024<br>(Term 2024 - 2029)                                      | 20/6/2024<br>(Term 2019 - 2024) |
| 4   | Mr. Lê Dũng                   | BOD member, Chairman of the Trade Union (Non-executive)        | 20/6/2024<br>(Term 2024 - 2029)                                      | 20/6/2024<br>(Term 2019 - 2024) |
| 5   | Mr. Phạm Văn Hiền             | BOD member, Director of Hon Gai Enterprise                     |  | 20/6/2024<br>(Term 2019 - 2024) |
| 6   | Mr. Đặng Hoài Nam             | BOD member (Non-executive)                                     | 20/6/2024<br>(Term 2024 - 2029)                                      |                                 |

Of the 05 members of the Board of Directors, 04 are non-executive members. Each member of the Board of Directors is assigned to oversee and monitor specific areas of management and business operations in alignment with their expertise and experience.

### 2. Meetings of the Board of Directors:

| No. | Board of Directors 's members | Number of meetings attended by BOD | Attendance rate (%) | Reasons for absence    |
|-----|-------------------------------|------------------------------------|---------------------|------------------------|
| 1   | MR. Phạm Đăng Phú             | 21/21                              | 100%                |                        |
| 2   | Mr. Tạ Quang Tuấn             | 21/21                              | 100%                |                        |
| 3   | Mr. Nguyễn Thế Hùng           | 21/21                              | 100%                |                        |
| 4   | Mr. Lê Dũng                   | 21/21                              | 100%                |                        |
| 5   | Mr. Phạm Văn Hiền             | 12/21                              | 57,1%               | Dismissed<br>20/6/2024 |
| 6   | Mr. Đặng Hoài Nam             | 9/21                               | 42,9%               | Appoint 20/6/2024      |

### **3. Supervising the Board of Management by the Board of Directors:**

#### **3.1. Activities of BOD:**

- In 2024, the Board of Directors, with the responsibility of managing all aspects of the Company's production and business activities, has strengthened corporate management, reduced waste, and enhanced inspection and supervision to accurately assess, reflect, and evaluate compliance with legal regulations. This approach enabled timely adjustments or the application of appropriate measures, helping the Company address existing issues and limitations to improve business efficiency. In the first half of 2024, the Board of Directors adhered strictly to the law and the Company's Charter on organization and operations, promptly implementing the resolutions from the General Shareholders' Meeting held on June 20, 2024. The Board held 21 meetings, issued 47 Resolutions, and enacted 61 Decision. In addition, the Board provided direction on the following:

- Directed the Company's Administrator to rigorously comply with information disclosure requirements within the prescribed timelines, ensure transparency in governance, and maintain regular communication and relationships with shareholders in accordance with legal provisions.

- Board members performed their duties according to assigned areas, leveraging their abilities and expertise, carrying out their rights and responsibilities with integrity and diligence to safeguard the Company's legal interests; they refrained from abusing their positions, roles, or the Company's assets for personal gain or to serve the interests of other organizations or individuals. All decisions made by the Board were unanimously agreed upon, following collective and democratic working principles, with full participation from Board members.

- The Board continued to direct the Board of Management of the Company to review existing regulations and to propose amendments and supplements to certain policies for the Board's review and approval, ensuring compliance with the laws of the State, TKV, and the Company. The Company's Director has submitted to the Board of Directors for approval the issuance of amendments and supplements to 22 Regulations to strengthen the Company's management and operation and the Board of Directors' inspection and supervision activities

- Directed the Company to implement plans and strategies for business production that align with the current operational conditions

- Continued to streamline indirect labor and support services, ensuring a balanced workforce across different departments to enhance labor productivity.

- Directed the leadership to maintain safety and security in production operations. The Company implemented integrated solutions to combat waste, capital losses, and asset mismanagement, while enhancing internal controls and reducing costs in all stages. The Company also continued to restructure its organizational framework for efficiency, reducing indirect labor and balancing workforce allocation across departments to increase productivity in alignment with the Company's business conditions

- Strengthened cooperation with local governments to ensure balanced regional development, especially by collaborating effectively with local authorities in managing, transporting, and marketing petroleum products at distribution points. The Company utilized local services based on quality, progress, and competitive pricing.

- Directed the management team to implement measures to maintain market share in sales and service provision, preparing for opportunities to expand market share

*Invested in and developed human resources through retraining and recruitment initiatives to build a highly skilled workforce capable of meeting the production and business requirements in the new operational landscape*

*- The Board worked closely with the Party and mass organizations to enhance communication, awareness, and guidance among workers, the public, and customers, fostering understanding and consensus to maximize the potential and advantages of the entire Company in achieving the common goals of SAFETY - DEVELOPMENT - EFFECTIVENESS*

*- The Board regularly monitored managerial staff, requiring the executive team to report promptly on any business fluctuations, ensuring that the Board could take corrective actions to address any shortcomings. All management personnel effectively fulfilled their assigned tasks.*

### **3.2. General assessment:**

*- Results of the Supervision for the CEO: In 2024, in accordance with the duties stipulated by the Company's Charter and detailed in the management regulations and resolutions of the Board of Directors, the CEO of the Company has seriously implemented these responsibilities, introducing various timely management measures to overcome difficulties and effectively manage the Company's production and business operations. The CEO has fully complied with legal regulations, the directives of the TKV Group, the resolutions of the Annual General Shareholders' Meeting of 2024, and the resolutions and decisions of the Board of Directors. The CEO has adhered to the reporting system and directed the management to ensure the safety of capital, assets, and labor. As a result, in 2024, the Company successfully met the key performance indicators outlined in the business coordination contract with the TKV Group, while also fulfilling its obligations to contribute to the State budget.*

*- Results of the Supervision for Management Personnel: The management personnel of the Company were appointed by the Board of Directors based on the CEO's recommendations. The management staff have diligently carried out the tasks assigned by the CEO, directing their respective departments and units to meet the required business objectives, with no signs of shirking responsibility. They have provided advice and proposed the effective implementation of tasks assigned by the CEO. During the current term, the management staff have been evaluated by the Board of Directors as having successfully completed their assigned duties*

*- Overall Evaluation: The operations of the Board of Directors of Vinacomin-Materials Trading Joint Stock Company - TKV have complied with the law and the Company's Charter in performing its functions and responsibilities. The resolutions and decisions made by the Board of Directors were within its authority, timely issued, and contributed significantly to the effective management and operation of the Company's production and business activities in 2024, despite facing numerous challenges in the context of many difficulties in production and business.*

### **4. Activities of the Board of Directors' subcommittees:**

*The Board of Directors of the Company has not established any sub-committees under the Board of Directors*

### **5. Decisions of the Board of Directors:**

*In 2024, the Board of Directors of the Company held 21 meetings, issued 47 Resolutions and issued 61 Decisions. (Details in Appendix No. 01 attached)*

### III. Board of Supervisors:

#### 1. Information about Board of Supervisor's members:

| No. | Members of Board of Supervisor | Position | The Date becoming/ceasing to be the member of the Board of Supervisors |                                 | Qualification   |
|-----|--------------------------------|----------|--|---------------------------------|---|
|     |                                |          | Date of dismissal  | Date of appointment             |   |
| 1   | Trần Thanh Tùng                | Chief    | 20/6/2024<br>(Term 2019 - 2024)  | 20/6/2024<br>(Term 2024 - 2029) | Bachelor of Finance - Accounting                              |
| 2   | Hoàng Kiên                     | Member   | 20/6/2024<br>(Term 2019 - 2024)  | 20/6/2024<br>(Term 2024 - 2029) | Bachelor of Business Administration<br>Bachelor of Accounting |
| 3   | Phạm Thị Ngọc Bích             | Member   | 20/6/2024<br>(Term 2019 - 2024)  | 20/6/2024<br>(Term 2024 - 2029) | Bachelor of Accounting  |

#### 2. Meetings of Board of Supervisors:

| No | Members of Board of Supervisors | Number of meetings attended | Attendance rate (%) | Voting rate (%) | Reasons for absence |
|----|---------------------------------|-----------------------------|---------------------|-----------------|---------------------|
| 1  | Trần Thanh Tùng                 | 3/3                         | 100%                | 100%            |                     |
| 2  | Hoàng Kiên                      | 3/3                         | 100%                | 100%            |                     |
| 3  | Phạm Thị Ngọc Bích              | 3/3                         | 100%                | 100%            |                     |

In 2024, the Company's Board of Supervisors held 02 meetings:

| No.       | Date       | Content   |
|-----------|------------|---|
| Meeting 1 | 20/6/2024  | The Board of Supervisors held a meeting to elect the Head of the Board of Supervisors for the term 2024 - 2029  |
| Meeting 2 | 25/6/2024  | Approve the Assignment of Tasks to the Members of the Board of Supervisors  |
| Meeting 3 | 09/13/2024 | - Evaluate the 2024 performance results of the Board of Supervisors<br>- Develop the 2025 operating plan of the Board of Supervisors and assign specific tasks to the members of the Board of Supervisors |

### **3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:**

#### **3.1. Supervisory activities:**

*Pursuant to the provisions outlined in the Law on Enterprises and the Company's Charter regarding the functions, powers, and responsibilities of the Board of Directors (BOD) and the BOM, the Board of Supervisors has monitored and evaluated as follows*

*- The convening and organization of the Annual General Meeting of Shareholders have been conducted in accordance with the law, with timely information disclosure*

*- The convening and organization of the Board of Directors' meetings have complied with the relevant regulations. The content of the meetings and the resolutions issued by the Board of Directors have focused on production and business activities, ensuring timeliness, relevance, and high effectiveness*

*- The strict implementation of new legal regulations: The Board of Directors and the Board of management have fully adhered to the provisions of the Law on Enterprises, the Securities Law, and the Labor Code applicable to joint-stock companies. Financial and accounting regulations have been rigorously followed*

*- The working relationship between the Board of Supervisors and the Board of Directors has been carried out with objectivity, transparency, and mutual respect. Both parties have upheld a strong sense of responsibility before the General Meeting of Shareholders regarding their respective functions and powers.*

**3.2. The Board of Supervisors performs the task of checking the reasonableness, legality, honesty and prudence in the management and operation of business activities, in the accounting and statistical work and in preparing the annual financial report for the Board of Directors and the Board of Directors:**

*- The rationality, legality, honesty and level of prudence in the management and operation of business activities of the Board of Directors as well as the implementation of the Board of Directors are strictly ensured. The decisions made are guaranteed to be highly consistent, close to business reality, and do not violate the Law. All issues are public, transparent and honest. In particular, the level of prudence is highly appreciated, when deciding on anything, there is analysis, consideration, and anticipation of possible risks to have a plan to minimize damage to the Company.*

*- The Board of Supervisors supervises and checks the reasonableness, legality, honesty, and level of prudence in the work of Accounting and Statistics, and prepares Financial Reports and evaluates as follows: The work of Accounting and Statistics ensures completeness and honesty. The Board of Supervisors has checked the above contents before the audit and after the audit results and found that the financial figures as well as the contents of the financial reports are all reasonable, legal and in accordance with the provisions of the Law, the Financial Report, the Balance Sheet, the Business Performance Report, the Cash Flow Report are in accordance with the regulations, ensuring objectivity, honesty and conformity with the actual production and business activities of the Company.*

*- The Board of Supervisors checks the implementation of the provisions of the Law on taxes, salary policies, bonuses, social insurance, health insurance, unemployment insurance contributions for employees as well as dividend payments to shareholders are all fully and promptly implemented.*

**4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:**

The coordination between the Board of Supervisors and the Board of Directors, the Board of Management and the management staff is carried out regularly. The problems that existed during the working process of the Board of Supervisors have been discussed with the Board of Directors and the Board of Management to gain experience and promptly overcome them. The departments in the Company have actively coordinated and provided complete documents as required by the Board of Supervisors, contributing to the increasingly complete operation of the Board of Supervisors and achieving good results.

In 2024, the Board of Supervisors did not receive any requests from shareholders holding shares of the Company regarding the management of the Board of Directors and the Board of Management.

To achieve the above results, in addition to the efforts of each member of the Board of Supervisors, there is also the determination, enthusiasm and active cooperation of the members of the Board of Directors, the Board of Management, the relevant departments and units of the Company and the shareholders of the Company

**5. Other activities of the Board of Supervisors: (Không)**

**IV. Board of Management:**

| No. | Members of Board of Management         | Date of birth | Qualification                     | Date of appointment/dismissal of members of the Board of Management                      |
|-----|--|---------------|-----------------------------------|--|
| 1   | Mr. Ta Quang Tuan<br>Director          | 24/3/1973     | Master of Business Administration | Appointment from 01/11/2020  |
| 2   | Mr. Nguyen The Hung<br>Deputy Director | 7/3/1969      | Master of Business Administration | Appointment from 01/05/2014;<br>Reappointed from 01/5/2019;<br>Dismissed from 01/5/2024. |
| 3   | Ms. Ninh Thi My Nga<br>Deputy Director | 31/01/1976    | Master of Business Administration | Appointment from 28/7/2020   |
| 4   | Mr. Nguyen Van Tuan<br>Deputy Director | 9/4/1976      | Automotive Mechanical Engineer    | Appointment from 16/02/2022  |

**V. Chief Accountant, the person in charge of internal audit:**

| Name   | Date of birth | Qualification          | Date of appointment/dismissal                                |
|--|---------------|------------------------|--|
| Mr. Hoang Xuan Tung<br>(Chief accountant)    | 21/11/1979    | Bachelor of Finance    | Appointment from 25/05/2016;<br>Reappointed from 17/05/2021. |
| Ms. Pham Thi Ngoc Bich<br>(Internal Auditor) | 01/4/1980     | Bachelor of Accounting | Appointment from 20/3/2023                                   |

## **VI. Training courses on corporate governance:**

### **1. Member of the Board of Directors, Board of Management of the Company:**

Members of the Board of Directors and Board of Management fully participate in training courses, professional development for the staff of the Group and its subsidiaries at the School of Business Administration of TKV Group to supplement and improve leadership, management, operation and organization skills of the Company's production business activities.

### **2. The Company Administrator, the Company Secretary:**

The person in charge of the Company's administration and the Company Secretary, who is authorized to disclose information of the Company, regularly participates in professional training courses to provide legal and management advice to the activities of the Board of Directors and the Board of Directors of the Company. In 2024, the Board of Directors, Management, Company Administrator and Company Secretary attended

(i) The forum "For a Renewed and Effective General Shareholders' Meeting," organized by the State Securities Commission, in collaboration with the Ho Chi Minh City Stock Exchange, the Hanoi Stock Exchange, and the Vietnam Board Members Institute

(ii) A training session on information disclosure and corporate governance in the stock market, as per Official Letter No. 1345/SGDHN-QLNY dated June 4, 2024, issued by the Hanoi Stock Exchange.

(iii) The conference on "Issues to Observe in Compliance with Securities Law and the Securities Market for Public Companies and Listed Companies; Errors in the Preparation and Presentation of Financial Statements of Public Companies and Listed Companies," organized by the State Securities Commission and the Vietnam Association of Chartered Accountants (VACPA), according to Invitation No. 68/GM-GSĐC dated June 18, 2024.

(iv) The "2024 Securities Registration Organizations Conference at VSDC," organized by the Vietnam Securities Depository and Clearing Corporation (VSDC) in cooperation with the functional departments of the State Securities Commission, as per Invitation No. 01/GM-VSDC dated July 31, 2024.

(v) The "2024 Securities Registration Organizations Conference at VSDC," organized by the Vietnam Securities Depository and Clearing Corporation (VSDC) in collaboration with the functional departments of the State Securities Commission, as per Invitation No. 01/GM-VSDC dated July 31, 2024.

(vi) Participation in a professional training course on capital management, organized by the Vinacomin Business Administration School.

## **VII. The list of affiliated persons of the Company and transactions of affiliated persons of the Company:**

**1. The list of affiliated persons of the Company:** (Details in Appendix No. 02 attached).

**2. Transactions between the Company and its affiliated persons or between the Company and major shareholder, internal persons and affiliated persons:** (Details in Appendix No. 02 attached).

**3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.**

**4. Transaction between the company and other objects:**

**4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): (Details in Appendix No. 03 attached).**

**4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director and other managers as a member of Board of Directors, CEO: (Details in Appendix No. 03 attached).**

**4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director and other managers: None.**

**5. Share transactions of internal persons and their affiliated persons:**

**5.1. The list of internal persons and their affiliated persons: Details in Appendix No. 04 attached).**

**5.2. Transactions of internal persons and affiliated persons with shares of the Company: None.**

**6. Other significant issues: None.**

**Sincerely report./.**

**ON BEHALF OF BOARD  
OF DIRECTORS  
CHAIRMAN**

**Recipients:**

- SSC, HNX (B/c)
- BOD, BOS (e-copy);
- BOM, Chie accountant (e-copy);
- Website (e-copy);
- Archived: Office, the company's Secretariat.



**Phạm Đăng Phú**

## Appendix 01

### RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS

(Issued with Report No.: 288/BC-MTS, dated January 14, 2024 of the Board of Directors)

| No. | Resolution No.    | Date       | Contents   |
|-----|-------------------|------------|--|
| 1   | 01/24/NQ-HĐQT-MTS | 10/01/2024 | <ol style="list-style-type: none"> <li>1. The Board of Directors considers the Company's submission No. 2800/TTr-MTS dated December 29, 2023 on the approval of the 2024 investment plan.</li> <li>2. The Board of Directors considers the Company's submission No. 3750/TTr-MTS dated December 27, 2023 on adjusting some key indicators of the 2023 Business Cooperation Plan.</li> <li>3. The Board of Directors considers the Company's submission No. 16/TTr-MTS dated January 3, 2024 on approving the list of contracts and transactions signed between the Company and enterprises, major shareholders and related parties in 2024.</li> <li>4. The Board of Directors approves the indicators of the 2024 Business Cooperation Plan.</li> </ol> |
| 2   | 02/24/NQ-HĐQT-MTS | 10/01/2024 | <ol style="list-style-type: none"> <li>1. The Board of Directors reviews the 2023 Internal Audit Report.</li> <li>2. The Board of Directors reviews the Report on the implementation of work contents according to the 2023 Board of Directors Resolution of the Company.</li> <li>3. The Board of Directors reviews the preliminary plan on Corporate Governance Restructuring.</li> <li>4. The Board of Directors reviews and approves the policy and plan to appoint the Director of Hanoi Branch.</li> <li>5. The Board of Directors reviews and approves the Board of Directors to implement management work.</li> </ol>  |
| 3   | 03/24/NQ-HĐQT-MTS | 15/01/2024 | The Board of Directors reviewed the report No. 106/TTr-MTS dated January 11, 2024 of the Company Director on approving the appointment of the Director of Hanoi Branch.  |
| 4   | 04/24/NQ-HĐQT-MTS | 29/01/2024 | <ol style="list-style-type: none"> <li>1. The Board of Directors considers the Company's report No. 224/TTr-MTS dated January 24, 2024 on approving the expected implementation of the January – 01 month business plan and the direction for February 2024.</li> <li>2. The Board of Directors implements management work.</li> </ol>   |
| 5   | 5/24/NQ-HĐQT-MTS  | 05/02/2024 | The Board of Directors considers the report No. 316/TTr-MTS dated February 2, 2024 of the Company's Director on approving the plan to organize the 2024 Annual General Meeting of Shareholders.  |
| 6   | 6/24/NQ-HĐQT-MTS  | 21/02/2024 | <p>The Board of Directors implements management work.</p> <ol style="list-style-type: none"> <li>1. Plan No. 21/KH-TKV dated January 31, 2024 of TKV on the Plan for implementing anti-corruption and anti-negativity work in 2024.</li> <li>2. Official dispatch No. 74/CD-TKV dated February 16, 2024 of TKV on reporting on overall investment monitoring and evaluation in 2023.</li> </ol>  |
| 7   | 7/24/NQ-HĐQT-MTS  | 28/02/2024 | <ol style="list-style-type: none"> <li>1. The Board of Directors considers the Company's report No. 428/TTr-MTS dated February 26, 2024 on approving the expected implementation of the February - 2-month production and business plan and the direction for March 2024.</li> <li>2. The Board of Directors implements management work.</li> </ol>  |
| 8   | 8/24/NQ-HĐQT-MTS  | 21/02/2024 | <p>Board of Directors implements management work</p> <ol style="list-style-type: none"> <li>1. Official dispatch No. 1016/TKV-TCNS dated February 28, 2024 of TKV on personnel work related to the 2024 Annual General Meeting of Shareholders.</li> </ol>   |
| 9   | 9/24/NQ-HĐQT-MTS  | 21/02/2024 | <ol style="list-style-type: none"> <li>1. The Board of Directors reviews and approves the Reports requesting TKV's opinions before voting at the Company's Annual General Meeting of Shareholders in 2024.</li> <li>2. The Board of Directors implements management work</li> </ol>  |
| 10  | 10/24/NQ-HĐQT-MTS | 21/02/2024 | Board of Directors implements management work: Official dispatch No. 521/TKV-TCNS dated January 25, 2024 of TKV on approving the planning of leadership staff of Materials Joint Stock Company - TKV for the period 2025-2030 (after additional review).   |
| 11  | 11/24/NQ-HĐQT-MTS | 28/03/2024 | <ol style="list-style-type: none"> <li>1. Approval of the results of the Company's production and business plan implementation and direction.</li> <li>- Approval of the Company's production and business plan implementation results for March - March 3, 2024 and direction for April 2024. (Details according to report No. 693/TTr-MTS dated March 26, 2024).</li> </ol>  |

| No. | Resolution No.    | Date       | Contents  |
|-----|-------------------|------------|---|
|     |                   |            | <p>- Approval of the Company's production and business plan implementation results for the first quarter of 2024 and direction for the second quarter of 2024. (Details according to report No. 694/TTr-MTS dated March 26, 2024).</p> <p>2. The Board of Directors approved the amendment, supplement and promulgation of the Regulations on Business and Material Management in the Company. (Details according to report No. 545/TTr-MTS dated March 11, 2024).</p> <p>3. The Board of Directors approved the amendment, supplement and promulgation of the Regulations on implementing grassroots democracy in the Company. (Details according to report No. 682/TTr-MTS dated March 25, 2024).</p> <p>4. On the approval of the 2023 salary fund of Vinacomin-Materials Trading Joint Stock Company.</p> |
| 12  | 12/24/NQ-HĐQT-MTS | 28/03/2024 | Board of Directors implements management work   |
| 13  | 13/24/NQ-HĐQT-MTS | 12/04/2024 | Review of Internal Audit Report for the First Quarter of 2024 . Board of Directors to implement management work.  |
| 14  | 14/24/NQ-HĐQT-MTS | 23/04/2024 | 1. The Board of Directors considers and approves the extension of the time to hold the 2024 Annual General Meeting of Shareholders.   |
| 15  | 15/24/NQ-HĐQT-MTS | 23/04/2024 | <p>1. The Board of Directors considers the Company's report No. 930/TTr-MTS dated April 22, 2024 on approving the results of the implementation of the production and business plan for April - April 2024 and the Company's direction for May 2024.</p> <p>2. The Board of Directors implements management work.</p>   |
| 16  | 16/24/NQ-HĐQT-MTS | 26/04/2024 | <p>1. The Board of Directors implements Official Dispatch No. 2345/TKV-KTTC dated April 24, 2024 of TKV on the Plan for the average short-term credit limit and some financial ratios in 2024.</p> <p>2. The Board of Directors considers Submission No. 991/TTr-MTS dated April 25, 2024 of the Company Director on the development of a plan to add 01 Deputy Director in charge of the Company's Production Business.</p>  |
| 17  | 17/24/NQ-HĐQT-MTS | 26/04/2024 | <p>1. The Board of Directors implements Official Dispatch No. 2288/TKV-TCNS dated April 23, 2024 of TKV on personnel work.</p> <p>2. The Board of Directors meets to vote on full-time members of the Board of Directors for the second term (2019-2024).</p> <p>3. The Board of Directors considers the draft Decision on assigning tasks to members of the Board of Directors for the second term (2019-2024).</p>  |
| 18  | 18/24/NQ-HĐQT-MTS | 06/05/2024 | The Board of Directors met to discuss the appointment of the Company's deputy director.   |
| 19  | 19/24/NQ-HĐQT-MTS | 13/05/2024 | <p>1. Regarding the amendment of some voting contents at the 2024 Annual General Meeting of Shareholders.</p> <p>2. Regarding the request for approval of the Restructuring Project of Materials Joint Stock Company - TKV.</p> <p>3. The Board of Directors considers approving the Board of Directors to implement management work. Details according to document: 2402/TKV-DT dated April 25, 2024 of TKV on accelerating the completion of legal procedures on land at the unit.</p>  |
| 20  | 20/24/NQ-HĐQT-MTS | 15/05/2024 | <p>1. On agreeing on the content of the Project to restructure Vinacomin-Materials Trading Joint Stock Company - TKV.</p> <p>2. The Board of Directors considers and approves the Board of Directors to implement management work. Details are in accordance with Official Dispatch No. 2750/YKV-TCNS dated May 13, 2024 of TKV on continuing to strengthen the handling of responsibilities in labor safety management.</p>  |
| 21  | 21/24/NQ-HĐQT-MTS | 22/05/2024 | <p>1. On agreeing on the content of the draft amendment and supplement to the Charter of organization and operation of Vinacomin-Materials Trading Joint Stock Company - TKV.</p> <p>2. The Board of Directors considers and approves the Board of Directors to implement the management work in Official Dispatch No. 2785/TKV-TCNS dated May 14, 2024 of TKV on the implementation of the process of reviewing and supplementing the planning of leadership staff for the period 2020-2025 and the period 2025-2030.</p>  |

| No. | Resolution No.      | Date       | Contents  |
|-----|---------------------|------------|---|
| 22  | 22/24/NQ-HDQT-MTS   | 29/05/2024 | The Board of Directors reviewed the Company's report No. 1279/TTr-MTS dated May 27, 2024 on approving the results of the implementation of the production and business plan for May - 5 months of 2024 and the Company's direction for June 2024.   |
| 23  | 23/24/NQ-HDQT-MTS   | 11/06/2024 | The Board of Directors approved the policy of appointing the Company's deputy director.   |
| 24  | 24/24/NQ-HDQT-MTS   | 13/06/2024 | 1. On the introduction of personnel to elect the Board of Directors and the Board of Supervisors for the third term of 2024-2029 of the Company.<br>2. The Board of Directors implements management work.   |
| 25  | 25/24/NQ-HDQT-MTS   | 19/06/2024 | 1. The Board of Directors implements management work.   |
| 26  | 01/NQ-HDQT-MTS      | 20/06/2024 | 1. The Board of Directors held a meeting to elect the Chairman of the Board of Directors for the 3rd term of 2024-2029<br>2. The Board of Directors held a meeting to vote on full-time members of the Board of Directors for the 3rd term of 2024-2029.  |
| 27  | 02/NQ-HDQT-MTS      | 25/06/2024 | 1. The Board of Directors considers the draft Decision on assigning tasks to members of the Board of Directors for the third term (2024-2029).<br>2. The Board of Directors considers amending, supplementing and promulgating the Plan and Program of Activities of the Company's Board of Directors in 2024.<br>3. The Board of Directors considers the report on production organization and personnel work to restructure the Company.<br>4. The Board of Directors considers and approves the Results of the implementation of the Production and Business Plan for the second quarter of 2024 and the direction for the third quarter of 2024 of the Company.<br>5. The Board of Directors considers the arrangement and handling of real estate.<br>6. The Board of Directors considers adjusting the Production and Business Plan for 2024. |
| 28  | 03/NQ-HDQT-MTS      | 25/06/2024 | The Board of Directors considers reappointing the Company Administrator and Company Secretary.  |
| 29  | 04/2024/NQ-HDQT-MTS | 08/07/2024 | 1. On the approval of the content of the Internal Audit Report for the Second Quarter of 2024.<br>2. On the announcement of the expiration of the Company's management decentralization regulations.  |
| 30  | 05/2024/NQ-HDQT-MTS | 02/08/2024 | Board of Directors implements management work   |
| 31  | 06/2024/NQ-HDQT-MTS | 07/08/2024 | 1. Regarding the amendment, supplementation and promulgation of the Regulation on the organization of legal activities in the Company. (According to the submission No. 2531/TTr-MTS dated July 30, 2024 of the Company Director).<br>2. The Board of Directors implements management work, specifically as follows:  |
| 32  | 07/2024/NQ-HDQT-MTS | 09/08/2024 | Implement the contents according to Official Dispatch No. 4492/TKV-DT dated August 7, 2024 of TKV on proposing the rate to determine land rental price.   |
| 33  | 08/2024/NQ-HDQT-MTS | 12/08/2024 | 1. On amending, supplementing and promulgating the Regulations on organization and operation of legal affairs in the Company.<br>2. The Board of Directors implements management work   |
| 34  | 09/2024/NQ-HDQT-MTS | 19/08/2024 | 1. The Board of Directors considers Submission No. 2824/TTr-MTS dated August 15, 2024 of the Company Director on the request for approval of the adjustment of the 2024 Investment Plan of Materials Joint Stock Company - TKV.<br>2. The Board of Directors considers Submission No. 2837/BC-MTS dated August 15, 2024 of the Company Director on the request for approval of the 2025 Construction Investment Plan and the period from 2026 to 2030 of Vinacomin-Materials Trading Joint Stock Company - TKV.<br>3. The Board of Directors implements management work   |
| 35  | 10/2024/NQ-HDQT-MTS | 06/09/2024 | 1. The Board of Directors considers the report No. 2916/TTr-MTS dated August 20, 2024 of the Company Director on the issuance of the Land Management Regulations in Vinacomin-Materials Trading Joint Stock Company - TKV.  |

| No. | Resolution No.      | Date       | Contents   |
|-----|---------------------|------------|--|
|     |                     |            | <p>2. The Board of Directors considers the report No. 3151/TTr-MTS dated August 30, 2024 of the Company Director on the issuance of the Regulations on the assignment of output, revenue, and cost management in Vinacomin-Materials Trading Joint Stock Company - TKV.</p> <p>3. The Board of Directors considers the report No. 2966/TTr-MTS dated August 21, 2024 of the Company Director on the request for investment policy for the Project: Purchasing a fleet of watercraft - Vinacomin-Materials Trading Joint Stock Company - TKV.</p> <p>4. The Board of Directors implements management work</p>   |
| 36  | 11/2024/NQ-HĐQT-MTS | 26/09/2024 | <p>1. The Board of Directors considers the submission No. 3484/TTr-MTS dated September 18, 2024 of the Company Director on the issuance of the Land Management Regulations in the Company.</p> <p>2. The Board of Directors considers the submission No. 3557/TTr-MTS dated September 23, 2024 of the Company Director on the issuance of the Contracting and Management Regulations on Business Expenses in Vinacomin-Materials Trading Joint Stock Company - TKV.</p> <p>3. The Board of Directors considers the submission No. 3402/TTr-MTS dated September 16, 2024 of the Company Director on the issuance of the Labor and Wage Regulations and the Regulations on Wages, Remuneration, and Bonuses for Business Managers in the Company.</p> <p>4. The Board of Directors considers the submission No. 4541/TTr-MTS dated September 23, 2024 of the Company Director on the issuance of the Operation Regulations of the Military Command in the Company.</p> <p>5. The Board of Directors considers the report No. 3601/TTr-MTS dated September 25, 2024 of the Company Director on approving the Regulations on Business and Material Management; Regulations on Management of Petroleum Supply and Trading Activities in the Company.</p> <p>6. The Board of Directors considers the report No. 3530/TTr-MTS dated September 23, 2024 of the Company Director on approving the results of the implementation of the production and business plan for the third quarter of 2024 and the direction for the fourth quarter of 2024 of the Company.</p> <p>7. The Board of Directors implements management work.</p> |
| 37  | 12/2024/NQ-HĐQT-MTS | 08/10/2024 | <p>1. On approving the content of the Internal Audit Report for the third quarter of 2024</p> <p>2. The Board of Directors implements management work, specifically as follows</p>   |
| 38  | 13/2024/NQ-HĐQT-MTS | 18/10/2024 | Board of Directors implements management work  |
| 39  | 14/2024/NQ-HĐQT-MTS | 18/10/2024 | Regarding the request to adjust the 2024 Business Plan and the 2025 Business Plan.   |
| 40  | 15/2024/NQ-HĐQT-MTS | 25/10/2024 | 1. The Board of Directors implements management work, specifically as follows:   |
| 41  | 16/2024/NQ-HĐQT-MTS | 01/11/2024 | <p>1. The Board of Directors considers the amendment, supplement and promulgation of the Management Regulations of Vinacomin-Materials Trading Joint Stock Company - TKV:</p> <ul style="list-style-type: none"> <li>- Regulations on the management of the Company's staff</li> <li>- Regulations on the management and use of the Company's reward fund and welfare fund</li> <li>- Regulations on the management of exit for officers and employees in the Company</li> </ul> <p>2. The Board of Directors implements the management work, specifically as follows:</p>   |
| 42  | 17/2024/NQ-HĐQT-MTS | 28/11/2024 | <p>1. The Board of Directors considers the amendment, supplement and promulgation of the Management Regulations of Vinacomin-Materials Trading Joint Stock Company - TKV:</p> <ul style="list-style-type: none"> <li>- Regulations on salary, remuneration and bonuses for Business Managers in the Company.</li> <li>- Regulations on management and use of fixed assets in the Company.</li> <li>- Regulations on payment to customers of the Company.</li> <li>- Regulations on debt management of Vinacomin-Materials Trading Joint Stock Company - TKV.</li> </ul>  |

| No. | Resolution No.      | Date       | Contents  |
|-----|---------------------|------------|---|
|     |                     |            | <ul style="list-style-type: none"> <li>- Regulations on capital mobilization, capital use, and guarantees of the Company.</li> <li>- Regulations on financial supervision and evaluation of the Company's efficiency of use.</li> <li>2. The Board of Directors considers and approves the Adjustment of the Salary Scale System and Salary Table of Vinacomin-Materials Trading Joint Stock Company - TKV, specifically as follows:</li> <li>3. The Board of Directors implements management work.</li> </ul>  |
| 43  | 18/2024/NQ-HDQT-MTS | 18/12/2024 | <ul style="list-style-type: none"> <li>1. The Board of Directors considers and approves the draft Plan and Program of Activities of the Company's Board of Directors in 2025.</li> <li>2. The Board of Directors considers and approves the draft Internal Audit Plan of the Company in 2025.</li> <li>3. The Board of Directors implements management work.</li> </ul>   |
| 44  | 19/2024/NQ-HDQT-MTS | 18/12/2024 | <ul style="list-style-type: none"> <li>1. The Board of Directors considers the Company's submission No. 6133/TTr-MTS dated December 13, 2024 on the request for approval of the adjusted 2024 Investment Plan.</li> <li>2. The Board of Directors considers the Company's submission No. 6109/TTr-MTS dated December 13, 2024 on the request for approval of the 2025 Investment Plan.</li> <li>3. The Board of Directors considers the Company's submission No. 6039/TTr-MTS dated December 11, 2024 on the approval of a number of targets for the 2025 Production and Business Plan.</li> <li>4. The Board of Directors considers the Company's submission No. 6141/TTr-MTS dated December 16, 2024 on the approval of the list of contracts and transactions signed between the Company and enterprises, major shareholders and related parties in 2025.</li> </ul> |
| 45  | 20/2024/NQ-HDQT-MTS | 19/12/2024 | The Board of Directors reviewed the Company's submission No. 6302/TTr-MTS dated December 19, 2024 on agreeing on the policy and approving the Personnel Plan to appoint the Company's Director.   |
| 46  | 21/2024/NQ-HDQT-MTS | 23/12/2024 | The Board of Directors considers Submission No. 6372/TTr-MTS dated December 23, 2024 of the Company Director on the proposal to appoint the Company Director.   |
| 47  | 22/2024/NQ-HDQT-MTS | 30/12/2024 | <ul style="list-style-type: none"> <li>1. Regarding the unification of amendments, supplements and promulgation of the Regulations on Document and Archive work of Vinacomin-Materials Trading Joint Stock Company:<br/>Considering the submission No. 6393/TTr-MTS dated December 23, 2024 of the Company Director on promulgating the Regulations on Document and Archive work of Vinacomin-Materials Trading Joint Stock Company.</li> <li>2. The Board of Directors considers and approves the results of the implementation of the production and business plan for the fourth quarter of 2024 and the direction for the first quarter of 2025 of the Company.</li> <li>3. The Board of Directors implements management work, specifically as follows:</li> </ul>  |

| No | Decision No. | Date       | Content   |
|----|--------------|------------|---|
| 1  | 73/QĐ-MTS    | 10/01/2024 | On approving the Company's 2024 Investment Plan   |
| 2  | 74/QĐ-MTS    | 10/01/2024 | Regarding adjustment of some targets of the Company's 2023 Production and Business Plan                                       |
| 3  | 75/QĐ-MTS    | 10/01/2024 | Regarding the temporary assignment of the 2024 production and business plan   |
| 4  | 333/QĐ-MTS   | 05/02/2024 | On the establishment of the Steering Committee and organization of the 2024 Annual General Meeting of Shareholders            |
| 5  | 599/QĐ-MTS   | 15/03/2024 | Regarding the approval of the List of Company Leadership Planning for the period 2025-2030 (after review and supplementation) |
| 6  | 716/QĐ-MTS   | 28/03/2024 | On approval of the Salary Fund for implementation in 2023   |
| 7  | 717/QĐ-MTS   | 28/03/2024 | Regarding the issuance of the Regulation on the implementation of grassroots democracy at the Company                         |
| 8  | 718/QĐ-MTS   | 28/03/2024 | Regarding the issuance of the Regulation on Business Operations and Materials Management within the Company.                  |

| <b>No</b> | <b>Decision No.</b> | <b>Date</b> | <b>Content</b>  |
|-----------|---------------------|-------------|---|
| 9         | 996/QĐ-MTS          | 26/04/2024  | Regarding the assignment of duties to the members of the Board of Directors.  |
| 10        | 998/QĐ-MTS          | 26/04/2024  | Regarding the issuance of the plan for the average short-term credit limit and certain financial ratios for the year 2024.  |
| 11        | 1552 /QĐ-MTS        | 20/06/2024  | Regarding the assignment of the business and production plan for the year 2024.   |
| 12        | 1535 /QĐ-MTS        | 20/06/2024  | Regarding the approval of the restructuring plan for Vinacomin-Materials Trading Joint Stock Company - TKV until 2025.  |
| 13        | 1536 /QĐ-MTS        | 20/06/2024  | Regarding termination of operations of the branch of Vinacomin-Materials Trading Joint Stock Company - Hon Gai Materials Enterprise   |
| 14        | 1537/QĐ-MTS         | 20/06/2024  | Regarding termination of operations of the branch of Vinacomin-Materials Trading Joint Stock Company – Cam Pha Materials Enterprise   |
| 15        | 1538/QĐ-MTS         | 20/06/2024  | Regarding the termination of operations of the Branch of Vinacomin-Materials Trading Joint Stock Company - Transport and Unloading Enterprise   |
| 16        | 1539 /QĐ-MTS        | 20/06/2024  | Regarding the restructuring of production organization (Restructuring the Petroleum Trading Department, petroleum trading stations and petroleum retail stores of Cam Pha Materials Enterprise into Cam Pha Petroleum Department under Vinacomin-Materials Trading Joint Stock Company)                                       |
| 17        | 1540 /QĐ-MTS        | 20/06/2024  | Regarding the restructuring of production organization (Restructuring the Petroleum Trading Department, petroleum trading stations and petroleum retail stores of Hon Gai Materials Enterprise into Ha Long Petroleum Department under Vinacomin-Materials Trading Joint Stock Company)                                       |
| 18        | 1541/QĐ-MTS         | 20/06/2024  | Regarding the restructuring of production organization (Restructuring the Loading and Unloading Workshop and Port of the Transport and Unloading Enterprise into the Loading and Unloading Workshop and Port under Vinacomin-Materials Trading Joint Stock Company)   |
| 19        | 1542 /QĐ-MTS        | 20/06/2024  | Regarding the restructuring of production organization (Restructuring the Water Transport Workshop of the Stevedoring Transport Enterprise into the Water Transport Workshop under Vinacomin-Materials Trading Joint Stock Company)   |
| 20        | 1543 /QĐ-MTS        | 20/06/2024  | Regarding the restructuring of production organization (Restructuring the Road Transport Workshop of Cam Pha Materials Enterprise and the Transport Business Station, the Petroleum Retail Department of Hon Gai Materials Enterprise into the Road Transport Workshop under Vinacomin-Materials Trading Joint Stock Company) |
| 21        | 1544/QĐ-MTS         | 20/06/2024  | Regarding the restructuring of production organization (Restructuring the Lubricant Factory Workshop and Laboratory of Cam Pha Materials Enterprise into Lubricant Production Workshop 12/11 under Vinacomin-Materials Trading Joint Stock Company)   |
| 22        | 1545/QĐ-MTS         | 20/06/2024  | Regarding dividend payment in 2023  |
| 23        | 1552/QĐ-MTS         | 20/06/2024  | On the assignment of production and business plan for 2024  |
| 24        | 1555 /QĐ-MTS        | 20/06/2024  | About personnel work  |
| 25        | 1618 /QĐ-MTS        | 25/06/2024  | On the assignment of duties to Board of Directors members   |
| 26        | 1619 /QĐ-MTS        | 25/06/2024  | Re: Renaming the Director's Office  |
| 27        | 1620 /QĐ-MTS        | 25/06/2024  | Regarding the transfer of the Equipment and Materials Sales Department  |
| 28        | 1621 /QĐ-MTS        | 25/06/2024  | Regarding the transfer of the Material Sales Department   |
| 29        | 1622 /QĐ-MTS        | 25/06/2024  | On the reappointment of the Corporate Governance Officer and Company Secretary  |
| 30        | 2676/QĐ-MTS         | 07/08/2024  | On promulgating the Regulations on organizing legal activities in the Company   |
| 31        | 2768/QĐ-MTS         | 09/08/2024  | On promulgating the Regulations on organization and operation of inspection work in the Company   |
| 32        | 3655/QĐ-MTS         | 26/09/2024  | On promulgating the Land Management Regulations in the Company  |

| No | Decision No. | Date       | Content  |
|----|--------------|------------|--|
| 33 | 3656/QĐ-MTS  | 26/09/2024 | On promulgating the Regulations on labor and salary management in the Company                          |
| 34 | 3657/QĐ-MTS  | 26/09/2024 | On promulgating the Regulation on Management of Petroleum Supply and Trading Activities of the Company |
| 35 | 3658/QĐ-MTS  | 26/09/2024 | On promulgating the Regulations on Business and Material Management in the Company                     |
| 36 | 3659/QĐ-MTS  | 26/09/2024 | On promulgating the Regulations on the operation of the Military Command in the Company                |
| 37 | 3660/QĐ-MTS  | 26/09/2024 | On promulgating the Regulation on assignment and management of business expenses in the Company        |
| 38 | 4015/QĐ-MTS  | 16/10/2024 | On the approval of officials to go abroad  |
| 39 | 4223/QĐ-MTS  | 25/10/2024 | On promulgating the Company's Investment and Construction Management Regulations                       |
| 40 | 4222/QĐ-MTS  | 25/10/2024 | On promulgating the Company's financial management regulations   |
| 41 | 4386/QĐ-MTS  | 04/11/2024 | On promulgating the Regulations on management and use of the Company's reward fund and welfare fund    |
| 42 | 4388/QĐ-MTS  | 04/11/2024 | On promulgating the Company's Personnel Management Regulations   |
| 43 | 4389/QĐ-MTS  | 04/11/2024 | On promulgating the Regulations on exit management for officers and employees in the Company           |
| 44 | 4955/QĐ-MTS  | 28/11/2024 | On promulgating the Company's salary scale and payroll system  |
| 45 | 4956/QĐ-MTS  | 28/11/2024 | On promulgating the Regulation on salary, remuneration and bonus for Business Managers in the Company. |
| 46 | 4957/QĐ-MTS  | 28/11/2024 | On promulgating the Company's Payment Regulations with Customers                                       |
| 47 | 4958/QĐ-MTS  | 28/11/2024 | On promulgating the Regulations on financial supervision and performance evaluation of the Company     |
| 48 | 4959/QĐ-MTS  | 28/11/2024 | On promulgating the Debt Management Regulations of TKV Materials Joint Stock Company                   |
| 49 | 4960/QĐ-MTS  | 28/11/2024 | On promulgating the Regulations on management and use of fixed assets in the Company                   |
| 50 | 4962/QĐ-MTS  | 28/11/2024 | On promulgating the Company's regulations on capital mobilization, capital use and guarantees          |
| 51 | 5100/QĐ-MTS  | 02/12/2024 | Regarding the new salary arrangement of Ta Quang Tuan  |
| 52 | 5101/QĐ-MTS  | 02/12/2024 | Regarding the new salary transfer to Ninh Thi My Nga   |
| 53 | 5102/QĐ-MTS  | 02/12/2024 | Regarding the new salary arrangement Nguyen Van Tuan   |
| 54 | 5103/QĐ-MTS  | 02/12/2024 | Regarding the new salary transfer Nguyen The Hung  |
| 55 | 5104/QĐ-MTS  | 02/12/2024 | About the new salary arrangement Hoang Xuan Tung   |
| 56 | 5105/QĐ-MTS  | 02/12/2024 | About the new salary arrangement Hoang Mai Phuong  |
| 57 | 6186/QĐ-MTS  | 17/12/2024 | Regarding the temporary assignment of the Company's 2025 production and business plan                  |
| 58 | 6187/QĐ-MTS  | 17/12/2024 | On Approval of the Company's Adjusted Investment Plan for 2024   |
| 59 | 6188/QĐ-MTS  | 17/12/2024 | On approval of the Company's 2025 Investment Plan  |
| 60 | 6189/QĐ-MTS  | 17/12/2024 | On issuing the Company's Internal Audit Plan for 2025  |
| 61 | 6666/QĐ-MTS  | 30/12/2024 | On promulgating the Regulations on Document and Archive work of the Company                            |

Appendix No. 02

**LIST OF COMPANY RELATED PERSONS**  
**THE LIST OF AFFILIATED PERSONS OF THE COMPANY**

(Attached to Report No: 288/BC-MTS date 14/01/2025)



| No. | Name               | Securities trading account | Position at the Company<br>Position at the company | ID card/CCCD number, Passport; date of issue, place of issue NSH No., date of issue, place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the company          |
|-----|--------------------|----------------------------|--|---|---------|--|--|---------|--|
| 1   | Pham Dang Phu      |                            | Chairman of BOD                                    |   |         |  |  |         |  |
| 1.1 | Pham Thi Thu Huong |                            |  |   |         | 26/08/2023                               |  |         | affiliated persons of internal persons |
| 1.2 | Nguyen Thi Thoa    |                            |  |   |         | 26/08/2023                               |  |         | affiliated persons of internal persons |
| 1.3 | Pham Tien Vong     |                            |  |   |         | 26/08/2023                               |  |         | affiliated persons of internal persons |
| 1.4 | Do Thi Tich        |                            |  |   |         | 26/08/2023                               |  |         | affiliated persons of internal persons |
| 1.5 | Pham Duc Hien      |                            |  |   |         | 26/08/2023                               |  |         | affiliated persons of internal persons |



|      |                    |  |  |  |  |            |  |  |  |
|------|--------------------|--|--|--|--|------------|--|--|--|
| 1.6  | Pham Thanh Hoi     |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.7  | Pham Thi Phuong    |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.8  | Pham Van Tien      |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.9  | Pham Van Chien     |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.10 | Pham Thi Chien     |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.11 | Pham Van Trung     |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.12 | Pham Phuong Lam    |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.13 | Pham Thuy Duong    |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.14 | Pham Ngoc Bao Chau |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.15 | Pham Dang Phuc     |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |
| 1.16 | Nguyen Hoang Nam   |  |  |  |  | 26/08/2023 |  |  | affiliated persons of internal persons |

|      |   |  |                         |  |  |            |  |   |
|------|---|--|-------------------------|--|--|------------|--|---|
|      |  Ta Quang Tuan |  | BOD member,<br>Director |  |  |            |  |   |
| 2.1  | Ta Quang Tien   |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.2  | Nguyen Thi Nhien  |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.3  | Ta Quang Thanh  |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.4  | Nguyen Thi My   |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.5  | Ta Thi Thu Hop  |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.6  | Pham Van Trieu  |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.7  | Duong Le Ngoc   |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.8  | Phan To Hang  |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.9  | Ta Minh Phuong  |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 2.10 | Ta Quang Duc  |  |                         |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |



|     |                        |  |                                   |  |  |            |  |   |
|-----|------------------------|--|-----------------------------------|--|--|------------|--|---|
|     | <b>Nguyen The Hung</b> |  | BOD member,<br>Deputy<br>Director |  |  |            |  | affiliated persons of<br>internal persons |
| 3.1 | Nguyen Canh Dap        |  |                                   |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 3.2 | Vu Thi Hoa             |  |                                   |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 3.3 | Nguyen Thi Hang        |  |                                   |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 3.4 | Tran Cam Thach         |  |                                   |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 3.5 | Tran Thi Nu            |  |                                   |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 3.6 | Nguyen Thi Cam Ly      |  |                                   |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |
| 3.7 | Nguyen Canh Hung       |  |                                   |  |  | 01/05/2014 |  | affiliated persons of<br>internal persons |



|     |                   |  |  |  |  |            |  |  |
|-----|-------------------|--|--|--|--|------------|--|--|
| 4   | Le Dung           |  | Member of BOD,<br>Chairman of the Trade Union BOD member,<br>Chairman of the Trade Union |  |  |            |  |  |
| 4.1 | Le Minh           |  |  |  |  | 19/04/2019 |  | affiliated persons of internal persons |
| 4.2 | Nguyen Thi Van    |  |  |  |  | 19/04/2019 |  | affiliated persons of internal persons |
| 4.3 | Le Mai Phuong     |  |  |  |  | 19/04/2019 |  | affiliated persons of internal persons |
| 4.4 | Nguyen Van Nghiep |  |  |  |  | 19/04/2019 |  | affiliated persons of internal persons |
| 4.5 | Le Thuy Ha        |  |  |  |  | 19/04/2019 |  | affiliated persons of internal persons |
| 4.6 | Pham Van Kinh     |  |  |  |  | 19/04/2019 |  | affiliated persons of internal persons |

|      |                          |  |  |  |  |            |  |  |  |
|------|--------------------------|--|--|--|--|------------|--|--|--|
| 4.7  | Le Mai Anh               |  |  |  |  | 19/04/2019 |  |  | affiliated persons of internal persons |
| 4.8  | Nguyen Duc An            |  |  |  |  | 19/04/2019 |  |  | affiliated persons of internal persons |
| 4.9  | Le Thanh Huong           |  |  |  |  | 19/04/2019 |  |  | affiliated persons of internal persons |
| 4.10 | Nguyen Van Toan          |  |  |  |  | 19/04/2019 |  |  | affiliated persons of internal persons |
| 4.11 | Nguyen Thi Thu<br>Nguyet |  |  |  |  | 19/04/2019 |  |  | affiliated persons of internal persons |
| 4.12 | Le Thi Le                |  |  |  |  | 19/04/2019 |  |  | affiliated persons of internal persons |
| 4.13 | Le Thuy Duong            |  |  |  |  | 19/04/2019 |  |  | affiliated persons of internal persons |
| 4.14 | Le Anh Thu               |  |  |  |  | 19/04/2019 |  |  | affiliated persons of internal persons |



|      |  |  |                 |  |  |            |  |  |
|------|--|--|-----------------|--|--|------------|--|--|
| 5    | <br><b>Nguyen Van Tuan</b> |  | Deputy Director |  |  |            |  |  |
| 5.1  | Vũ Thị Oanh  |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.2  | Nguyen Hong Thai   |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.3  | Nguyen Duc Minh  |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.4  | Nguyen Quynh Chi   |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.5  | Nguyen Thi Hang  |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.6  | Nguyen Thanh Tung  |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.7  | Nguyen Van Khiem   |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.8  | Nguyen Thi Du  |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.9  | Nguyen Thuy Binh   |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.10 | Nguyen Thu Hien  |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |
| 5.11 | Nguyen Thi Hoa   |  |                 |  |  | 11/02/2022 |  | affiliated persons of internal persons |

|      |                        |  |                  |  |  |            |  |  |
|------|------------------------|--|------------------|--|--|------------|--|--|
|      |                        |  | Deputy Director  |  |  |            |  |  |
| 6    | <b>Ninh Thi My Nga</b> |  |                  |  |  |            |  |  |
| 6.1  | Ninh Kim Ngọc          |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.2  | Vu Hong Quan           |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.3  | Ninh My Nga            |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.4  | Van Thanh Son          |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.5  | Ninh The Dung          |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.6  | Nguyen T. Phuong Thuy  |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.7  | Nguyen Quang Hoan      |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.8  | Tran Thi Sinh          |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.9  | Nguyen Ninh My My      |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 6.10 | Nguyen Ninh My Dan     |  |                  |  |  | 28/07/2020 |  | affiliated persons of internal persons |
| 7    | <b>Hoang Xuan Tung</b> |  | Chief accountant |  |  |            |  |  |
| 7.1  | Lake Xay Denh          |  |                  |  |  | 25/05/2016 |  | affiliated persons of internal persons |
| 7.2  | Hoang Thi Minh Hanh    |  |                  |  |  | 25/05/2016 |  | affiliated persons of internal persons |
| 7.3  | Tran Trung Tuyen       |  |                  |  |  | 25/05/2016 |  | affiliated persons of internal persons |







9 **Phạm Thị Ngọc Bích**

Member of the  
Supervisory  
Board cum  
Internal  
Auditor

|     |                    |  |  |  |  |            |  |  |   |
|-----|--------------------|--|--|--|--|------------|--|--|---|
| 9.1 | Pham Thi Tua       |  |  |  |  | 27/06/2023 |  |  | affiliated persons of<br>internal persons |
| 9.2 | Pham Thi Thu Trang |  |  |  |  | 27/06/2023 |  |  | affiliated persons of<br>internal persons |
| 9.3 | Pham Quang Thao    |  |  |  |  | 27/06/2023 |  |  | affiliated persons of<br>internal persons |
| 9.4 | Pham Tuan Ngoc     |  |  |  |  | 27/06/2023 |  |  | affiliated persons of<br>internal persons |
| 9.5 | Pham The Duy       |  |  |  |  | 27/06/2023 |  |  | affiliated persons of<br>internal persons |
| 9.6 | Pham Thao Nguyen   |  |  |  |  | 27/06/2023 |  |  | affiliated persons of<br>internal persons |

|      |  |  |  |  |  |            |  |  |  |
|------|--|--|--|--|--|------------|--|--|--|
| 10   |  |  | Member of the Supervisory Board<br>Member of the Supervisory Board |  |  |            |  |  |  |
| 10.1 | Hoang The Kim  |  |  |  |  | 18/04/2018 |  |  | affiliated persons of internal persons |
| 10.2 | Hoang Thi Thu Chung  |  |  |  |  | 18/04/2018 |  |  | affiliated persons of internal persons |
| 10.3 | Hoang Thi Huyen  |  |  |  |  | 18/04/2018 |  |  | affiliated persons of internal persons |
| 10.4 | Hoang Duc Huynh  |  |  |  |  | 18/04/2018 |  |  | affiliated persons of internal persons |
| 10.5 | Nguyen Thi Den   |  |  |  |  | 18/04/2018 |  |  | affiliated persons of internal persons |
| 10.6 | Hoang Tuan Kiet  |  |  |  |  | 18/04/2018 |  |  | affiliated persons of internal persons |



|      |                    |  |  |  |  |            |  |  |  |
|------|--------------------|--|--|--|--|------------|--|--|--|
| 11   | Dang Hoai Nam      |  | Member of the Board of Directors<br>Member of the Board of Directors |  |  | 20/06/2024 |  |  |  |
| 11.1 | Vo Thi Hue         |  |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.2 | Dang Khoi Nguyen   |  |  |  |  |            |  |  | affiliated persons of internal persons |
| 11.3 | Dang Anh Khoi      |  |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.4 | Dang Van Vuong     |  |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.5 | Tran Thi Anh Tuan  |  |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.6 | Vo Xuan Hoa        |  |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.7 | Thai Thi Nguyet    |  |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.8 | Dang Thi Anh Tuyet |  |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.9 | Nguyen Canh Quy    |  |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |

|       |                         |  |  |  |            |  |  |  |
|-------|-------------------------|--|--|--|------------|--|--|--|
| 11.10 | Dang Van Ngoc           |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.11 | Ho Nhan Linh            |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.12 | Dang Van Dung           |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.13 | Nguyen Thi Phuong Mai   |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.14 | Vo Xuan Hoang           |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.15 | Vo Xuan Hoat            |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 11.16 | Vo Thi Huong            |  |  |  | 20/06/2024 |  |  | affiliated persons of internal persons |
| 12    | <b>Hoang Mai Phuong</b> |  | Corporate Governance Officer and Company Secretary |  |            |  |  |  |
| 12.1  | Hoang Anh Tuan          |  |  |  | 10/07/2023 |  |  | affiliated persons of internal persons |
| 12.2  | Phung Thi Thanh Mai     |  |  |  | 10/07/2023 |  |  | affiliated persons of internal persons |
| 12.3  | Hoang Phuong Thuy       |  |  |  | 10/07/2023 |  |  | affiliated persons of internal persons |



**Appendix No. 03**

**TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PERSONS  
TRANSACTIONS BETWEEN THE COMPANY AND ITS AFILIATED PERSONS**

*(Attached to Report No.: 288/BC-MTS dated January 13, 2025)*



| No. | Name of organization/individual                        | Relationship with the Company | NSH No.*, date of issue, place of issue | Address   | Time of transactions with the Company | Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors | Content, quantity, total value of transaction | Note Note                     |
|-----|--|-------------------------------|---|---|---------------------------------------|--|---|-------------------------------|
| 1   | Vietnam National Coal - Mineral Industries Group (TKV) | Major Shareholder             | 5700100256                              | No. 3 Duong Dinh Nghe St., Yen Hoa, Cau Giay, Hanoi | 2024 or further notice                | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024       | Principle agreement without specific value    | TKV holds 51% charter capital |
| 1   | Vinacomin Tourism and Trading JSC                      | Same Chairman of the Board    | 103005779                               | Viet A Building, Duy Tan St., Cau Giay, Hanoi       | 2024 or further notice                | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024       | Travel contract for vacation programs         | -                             |



|   |   |                             |                |   |                        |  |   |   |
|---|---|-----------------------------|----------------|---|------------------------|--|---|---|
| 2 | Mao Khe Mechanical JSC - Vinacomin            | Same Chairman of the Board  | 5700526478     | Mao Khe Ward, Dong Trieu Town, Quang Ninh | 2024 or further notice | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024 | Service provision contract                        | - |
| 3 | Vinacomin Mine Transport & Worker Shuttle JSC | Same Chairman of the Board  | 5700477326     | Cam Son Ward, Cam Pha City, Quang Ninh    | 2024 or further notice | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024 | Vehicle rental, fuel purchase, material contracts | - |
| 4 | Thong Nhat Coal Company - TKV                 | Same Supervisory Board Head | 5700100256-031 | Cam Dong, Cam Pha, Quang Ninh             | 2024 or further notice | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024 | Fuel and lubricant purchase contract              | - |
| 5 | Khe Cham Coal Company - TKV                   | Same Supervisory Board Head | 5700100256-060 | Mong Duong, Cam Pha, Quang Ninh           | 2024 or further notice | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024 | Fuel and lubricant purchase contract              | - |
| 6 | Hon Gai Coal Processing Company - Vinacomin   | Same Supervisory Board Head | 5700100256-002 | Bach Dang, Ha Long, Quang Ninh            | 2024 or further notice | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024 | Fuel, lubricant, material purchase contract       | - |

|   |   |  |                |   |                        |  |  |                                       |
|---|---|--|----------------|---|------------------------|--|--|---------------------------------------|
| 7 |  <p>Coal-Mineral Hospital</p> | Same Supervisory Board Head                                | 5700100256-034 | Phan Dinh Giot, Phuong Liet, Thanh Xuan, Hanoi  | 2024 or further notice | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024 | Health check-up service provision contract           | -                                     |
| 8 | Dai Van Phu LLC   | Mrs. Luu Tuyet Huong - Legal Representative of the Company | 304007430      | No. 26 Dinh Tien Hoang, District 1, Ho Chi Minh City / 26 Dinh Tien Hoang St., District 1, Ho Chi Minh City | 2024 or further notice | Resolution 01/24/NQ-HĐQT-MTS dated January 10, 2024 & 01/24/NQ-ĐHĐCĐ dated June 20, 2024 | Additive purchase contracts for lubricant production | Total value: 7,446,677,7 trillion VND |





|      |                    |  |  |  |  |  |  |               |
|------|--------------------|--|--|--|--|--|--|---------------|
|      | Phạm Thị Phương    |  |  |  |  |  |  | Sister        |
| 1.8  | Phạm Văn Tiến      |  |  |  |  |  |  | Sister-in-law |
| 1.9  | Phạm Văn Chien     |  |  |  |  |  |  | Sister-in-law |
| 1.10 | Phạm Thị Chien     |  |  |  |  |  |  | Sister-in-law |
| 1.11 | Phạm Văn Trung     |  |  |  |  |  |  | Sister-in-law |
| 1.12 | Phạm Phương Lam    |  |  |  |  |  |  | Daughter      |
| 1.13 | Phạm Thủy Dương    |  |  |  |  |  |  | Daughter      |
| 1.14 | Phạm Ngọc Bảo Châu |  |  |  |  |  |  | Daughter      |
| 1.15 | Phạm Đăng Phúc     |  |  |  |  |  |  | Son           |
| 1.16 | Nguyễn Hoàng Nam   |  |  |  |  |  |  | Son-in-law    |





|     |                   |  |                                   |  |  |        |       |                  |
|-----|-------------------|--|-----------------------------------|--|--|--------|-------|------------------|
| 3   | Nguyen The Hung   |  | BOD member,<br>Deputy<br>Director |  |  | 17.000 | 0,11% | Internal persons |
| 3.1 | Nguyen Canh Dap   |  |                                   |  |  |        |       | Father           |
| 3.2 | Vu Thi Hoa        |  |                                   |  |  |        |       | Mother           |
| 3.3 | Nguyen Thi Hang   |  |                                   |  |  |        |       | Younger sister   |
| 3.5 | Tran Thi Nu       |  |                                   |  |  |        |       | Mother-in-law    |
| 3.4 | Tran Cam Thach    |  |                                   |  |  |        |       | wife             |
| 3.6 | Nguyen Thi Cam Ly |  |                                   |  |  |        |       | Child            |
| 3.7 | Nguyen Canh Hung  |  |                                   |  |  |        |       | Child            |



|      |                       |  |                                |  |  |       |       |                         |
|------|-----------------------|--|--------------------------------|--|--|-------|-------|-------------------------|
|      |                       |  | Member of BOD, Union President |  |  | 5.200 | 0,03% | <b>Internal persons</b> |
| 4.1  | Le Minh               |  |                                |  |  |       |       | Father                  |
| 4.2  | Nguyen Thi Van        |  |                                |  |  |       |       | Mother                  |
| 4.3  | Le Mai Phuong         |  |                                |  |  |       |       | older sister            |
| 4.4  | Nguyen Van Nghiep     |  |                                |  |  |       |       | brother-in-law          |
| 4.5  | Le Thuy Ha            |  |                                |  |  |       |       | older sister            |
| 4.6  | Pham Van Kinh         |  |                                |  |  |       |       | brother-in-law          |
| 4.7  | Le Mai Anh            |  |                                |  |  |       |       | older sister            |
| 4.8  | Nguyen Duc An         |  |                                |  |  |       |       | brother-in-law          |
| 4.9  | Le Thanh Huong        |  |                                |  |  |       |       | older sister            |
| 4.10 | Nguyen Van Toan       |  |                                |  |  |       |       | brother-in-law          |
| 4.11 | Nguyen Thi Thu Nguyet |  |                                |  |  |       |       | Mother-in-law           |
| 4.12 | Le Thi Le             |  |                                |  |  |       |       | wife                    |
| 4.13 | Le Thuy Duong         |  |                                |  |  |       |       | Child                   |
| 4.14 | Le Anh Thu            |  |                                |  |  |       |       | Child                   |



|      |                   |  |  |  |        |       |                  |
|------|-------------------|--|--|--|--------|-------|------------------|
|      | Deputy Director   |  |  |  | 10.300 | 0.07% | Internal persons |
| 5.1  | Vu Thi Oanh       |  |  |  |        |       | Mother           |
| 5.2  | Nguyen Hong Thai  |  |  |  |        |       | wife             |
| 5.3  | Nguyen Duc Minh   |  |  |  |        |       | Child            |
| 5.4  | Nguyen Quynh Chi  |  |  |  |        |       | Child            |
| 5.5  | Nguyen Thi Hang   |  |  |  |        |       | Sister           |
| 5.6  | Nguyen Thanh Tung |  |  |  |        |       | Sister           |
| 5.7  | Nguyen Van Khiem  |  |  |  |        |       | Father-in-law    |
| 5.8  | Nguyen Thi Du     |  |  |  |        |       | Mother-in-law    |
| 5.9  | Nguyen Thuy Binh  |  |  |  |        |       | Sister-in-law    |
| 5.10 | Nguyen Thu Hien   |  |  |  |        |       | Sister-in-law    |
| 5.11 | Nguyen Thi Hoa    |  |  |  |        |       | Sister-in-law    |



|      |                       |  | Deputy<br>Director |  |  |  |  | Internal persons |
|------|-----------------------|--|--------------------|--|--|--|--|------------------|
| 6.1  | Ninh Kim Ngoc         |  |                    |  |  |  |  | older sister     |
| 6.2  | Vu Hong Quan          |  |                    |  |  |  |  | brother-in-law   |
| 6.3  | Ninh My Nga           |  |                    |  |  |  |  | older sister     |
| 6.4  | Van Thanh Son         |  |                    |  |  |  |  | brother-in-law   |
| 6.5  | Ninh The Dung         |  |                    |  |  |  |  | Younger brother  |
| 6.6  | Nguyen T. Phuong Thuy |  |                    |  |  |  |  | sister-in-law    |
| 6.7  | Nguyen Quang Hoan     |  |                    |  |  |  |  | husband          |
| 6.8  | Tran Thi Sinh         |  |                    |  |  |  |  | mother-in-law    |
| 6.9  | Nguyen Ninh My My     |  |                    |  |  |  |  | Child            |
| 6.10 | Nguyen Ninh My Dan    |  |                    |  |  |  |  | Child            |



|     |                        |  |                               |  |  |       |       |                         |
|-----|------------------------|--|-------------------------------|--|--|-------|-------|-------------------------|
| 7   | <b>Hoàng Xuân Tung</b> |  | Chief accountant              |  |  | 1.100 | 0,01% | <b>Internal persons</b> |
| 7.1 | Lake Xay Denh          |  |                               |  |  |       |       | Mother                  |
| 7.2 | Hoang Thi Minh Hanh    |  |                               |  |  |       |       | older sister            |
| 7.3 | Tran Trung Tuyen       |  |                               |  |  |       |       | brother-in-law          |
| 8   | <b>Tran Thanh Tung</b> |  | Head of the Supervisory Board |  |  |       |       | <b>Internal persons</b> |
| 8.1 | Tran Van Hanh          |  |                               |  |  |       |       | Father                  |
| 8.2 | Le Thi Tam             |  |                               |  |  |       |       | Mother                  |
| 8.3 | Nguyen Thi Dung        |  |                               |  |  |       |       | wife                    |
| 8.4 | Tran The Ninh          |  |                               |  |  |       |       | Child                   |
| 8.5 | Tran Binh Minh         |  |                               |  |  |       |       | Child                   |
| 8.6 | Tran Anh Tuan          |  |                               |  |  |       |       | Brother                 |
| 8.7 | Nguyen Van Vinh        |  |                               |  |  |       |       | Father-in-law           |
| 8.8 | Dang Thi Nhung         |  |                               |  |  |       |       | Mother-in-law           |
| 8.9 | Nguyen Thi Phuong      |  |                               |  |  |       |       | Sister-in-law           |



|           |                                    |  |  |  |  |       |       |                         |
|-----------|------------------------------------|--|--|--|--|-------|-------|-------------------------|
|           | <b>9</b> <b>Phạm Thị Ngọc Bích</b> |  | Member of the Supervisory Board cum Internal Auditor               |  |  |       |       | <b>Internal persons</b> |
| 9.1       | Phạm Thị Tua                       |  |  |  |  |       |       | Mother                  |
| 9.2       | Phạm Thị Thu Trang                 |  |  |  |  |       |       | Son                     |
| 9.3       | Phạm Quang Thao                    |  |  |  |  |       |       | Daughter                |
| 9.4       | Phạm Tuan Ngoc                     |  |  |  |  |       |       | Brother                 |
| 9.5       | Phạm The Duy                       |  |  |  |  |       |       | Son                     |
| 9.6       | Phạm Thao Nguyen                   |  |  |  |  |       |       | Daughter                |
| <b>10</b> | <b>Hoang Kien</b>                  |  | Member of the Supervisory Board<br>Member of the Supervisory Board |  |  | 3.200 | 0,02% | <b>Internal persons</b> |
| 10.1      | Hoang The Kim                      |  |  |  |  |       |       | Father                  |
| 10.2      | Hoang Thi Thu Chung                |  |  |  |  |       |       | Younger sister          |
| 10.3      | Hoang Thi Huyen                    |  |  |  |  |       |       | wife                    |
| 10.4      | Hoang Duc Huynh                    |  |  |  |  |       |       | Father-in-law           |
| 10.5      | Nguyen Thi Den                     |  |  |  |  |       |       | Mother-in-law           |
| 10.6      | Hoang Tuan Kiet                    |  |  |  |  |       |       | Child                   |



|       |                    |  |  |  |  |  |  |                  |
|-------|--------------------|--|--|--|--|--|--|------------------|
| 11    | Dang Hoai Nam      |  | Member of the Board of Directors<br>Member of the Board of Directors |  |  |  |  | Internal persons |
| 11.1  | Vo Thi Hue         |  |  |  |  |  |  | Wife             |
| 11.2  | Dang Khoi Nguyen   |  |  |  |  |  |  | Child            |
| 11.3  | Dang Anh Khoi      |  |  |  |  |  |  | Child            |
| 11.4  | Dang Van Vuong     |  |  |  |  |  |  | Father           |
| 11.5  | Tran Thi Anh Tuan  |  |  |  |  |  |  | Stepmother       |
| 11.6  | Vo Xuan Hoa        |  |  |  |  |  |  | Father-in-law    |
| 11.7  | Thai Thi Nguyet    |  |  |  |  |  |  | Mother-in-law    |
| 11.8  | Dang Thi Anh Tuyet |  |  |  |  |  |  | Sister           |
| 11.9  | Nguyen Canh Quy    |  |  |  |  |  |  | Brother-in-law   |
| 11.10 | Dang Van Ngoc      |  |  |  |  |  |  | Brother          |
| 11.11 | Ho Nhan Linh       |  |  |  |  |  |  | Sister-in-law    |



|       |                         |  |  |  |  |  |                         |
|-------|-------------------------|--|--|--|--|--|-------------------------|
| 11.12 | Dang Van Dung           |  |  |  |  |  | Brother                 |
| 11.13 | Nguyen Thi Phuong Mai   |  |  |  |  |  | Sister-in-law           |
| 11.14 | Vo Xuan Hoang           |  |  |  |  |  | Brother-in-law          |
| 11.15 | Vo Xuan Hoat            |  |  |  |  |  | Brother-in-law          |
| 11.16 | Vo Thi Huong            |  |  |  |  |  | Sister-in-law           |
| 12    | <b>Hoang Mai Phuong</b> |  | Corporate Governance Officer and Company Secretary |  |  |  | <b>Internal persons</b> |
| 12.1  | Hoang Anh Tuan          |  |  |  |  |  | Father                  |
| 12.2  | Phung Thi Thanh Mai     |  |  |  |  |  | Mother                  |
| 12.3  | Hoang Phuong Thuy       |  |  |  |  |  | Sister                  |